

HOUSE BILL 3461

By Dennis

AN ACT to amend Tennessee Code Annotated, Section 4-21-301, relative to individual liability for employment discrimination.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 4-21-301, is amended by deleting the section in its entirety and by substituting instead the following:

4-21-301.

(a) It is a discriminatory practice for a person or for two (2) or more persons to:

(1) Retaliate or discriminate in any manner against a person because such person has opposed a practice declared discriminatory by this chapter or because such person has made a charge, filed a complaint, testified, assisted or participated in any manner in any investigation, proceeding or hearing under this chapter;

(2) Willfully interfere with the performance of a duty or the exercise of a power by the commission or one (1) of its members or representatives;

(3) Willfully obstruct or prevent a person from complying with the provisions of this chapter or an order issued thereunder; or

(4) Violate the terms of a conciliation agreement made pursuant to this chapter.

(b) No individual employee or agent of an employer shall be liable for any violation of this chapter which any employer shall be found to have committed.

SECTION 2. This act shall take effect upon becoming law, the public welfare requiring

it.